**Sample Curriculum: Women’s Assertiveness Training**

|  |  |
| --- | --- |
| **Frame work** | **Description** |
| Time frame | Two sessions of 1-2 hours each, with additional practice sessions to be held during regular weekly meetings. |
| Venue | Training will be conducted in each group, and will be held at the group weekly meeting venue |
| Facilitator | Program Officer and CBF for each group |
| Language | Local language |
| Methodology | Discussions, Role-play, Brainstorming, demonstration, question and answers |

**Content:**

**SESSION ONE: Public speaking**

**Introduction**

The training will be conducted for 3-hours on public speaking and will provide a basic level of understanding and confidence to begin speaking up in public. The training will introduce tips and strategies for public speaking, and then will focus on providing opportunities for women to practice what they have learned during the session.

**Introduction and discussion of the value of having a voice. (30 minutes)**

All participants sit in a circle and introduce themselves. Program Officer or CBF introduces the topic of public speaking and asks for situations in which women may want to speak in public, or how they think having a voice could help them to realize their aspirations and overcome barriers. List these on the board or take notes. The facilitator then asks women to identify the reasons they might not want to speak in those situations and lists them on the board.

**Discussion of impediments to speaking**

Facilitator will lead a short discussion about barriers to speaking that women have raised, and provides tips for overcoming them. These should be based on ideas the group has generated. For instance, if “fear” was identified as an impediment, facilitators should discuss the reasons behind the fear and ways to overcome it, like practice and knowing your audience. The Facilitator should ask the group about any consequences – both positive and negative – that could arise as a result of women speaking in public.

**Tips for public speaking. (20 minutes)**

Facilitator will give participants the following tips on public speaking:

**1. Tough many people experience difficulty in speaking up, public speaking is not inherently stressful**

Stress is normal, but can be overcome with practice and confidence.

**2. Your opinion is valid and important.**

On many occasions, you will be sharing your opinion about a particular issue or problem in your community or in your family. Just like everyone else in the audience, your opinion is valid because it is based on your experience. You have something important to add. Believe that when you speak.

**3. You do not have to speak perfectly or brilliantly**

It is okay to make mistakes, forget points, or be boring when speaking in public. Your audience does not expect you to be perfect. The goal of speaking in public should be to give your audience something of value, such as a key point or a new fact, not attaining perfection.

**4. You should try to make just a few key points**

It is most important to make only one to three main points when you speak. This will help your audience to focus on and remember what you have said, and will make your talk more effective.

**5. You should identify what your purpose is before you speak**

Remember that your purpose is not to make everyone approve of you. No matter what you do, it is likely that someone will disagree with you or your argument. Your purpose is to give your audience something of value. This can be a new idea, a key point, or even a new way of thinking.

**6. You do not have to live up to your picture of an “ideal” public speaker**

It is best to try to fully be yourself whenever you speak in public. Speak in a way that feels natural in the moment, without trying to emulate anyone else.

 **7. Two key approaches: humility and humor**

Don’t be afraid to be humble and share your own shortcomings if you think it will help make your point. This can make you more believable and create intimacy with your audience. If you are scared to talk, it is okay to acknowledge that fear openly.

Similarly, don’t be afraid to make a joke. Making the audience laugh can also create intimacy.

**8. It’s okay if something goes wrong**

Remember that everything that happens can be used to your advantage. If something goes wrong, it is okay to stop and honestly deal with the situation.

**9. Remember that the audience is on your side**

For the most part, the audience is on your side. Most of them are probably scared of public speaking and want you to succeed. Most audiences are very forgiving.

If some people are not paying attention, remember that most people are on your side and leave them alone. You do not need to change or control the audience.

**10. Make eye contact**

If it is appropriate within your community, make eye contact with people in the audience in the front, on both sides, and in the back. Eye contact makes people feel like you are speaking directly to them and so they will listen better. If you only feel comfortable making eye contact with other women, that is fine.

**11. Hold nothing in your hands**

When you speak, try to hold nothing in your hands that does not relate to your subject. It can be distracting to your audience. If you hold a pen or piece of paper, for example, people will focus on the object in your hands rather than on really listening to you.

**Note:** The Facilitator should conclude this section by asking if the group has any other public speaking tips to share.

**SESSION TWO: PRACTICE (2 hours)**

Practice is critically important for ensuring the effectiveness of public speaking training. If there is time, each activity should be done with the whole group, but if time is short the group can be split in two. Facilitators should give short, supportive feedback after each participant takes her turn in each activity. Feedback should focus on the stated goals of the activity and tips discussed above.

**Practice 1: Introductions**

Goal of activity: Audibility, clarity, and increased comfort in speaking

Facilitator should lead the group in re-introducing themselves. This time, each participant will stand, speak loudly enough for everyone to hear, and tell the other participants her name, where she is from, and one fact about her life.

**Practice 2:** **Speaking techniques**

**Goal:** Audibility, eye contact, use of vocal intonations

Facilitator should tell the group that in addition to the general tips that have already been shared, successful public speakers also:

* Speak loudly enough for everyone to hear
* Gesture for emphasis
* Use different vocal intonations
* When appropriate, move about the room

Facilitator should lead the group in using the above techniques as they each introduce one of the other women in the group.

**Practice 3 Imaginary animals**

**Goal:** Eye contact, clear speech, and confidence

Each participant should be asked to quickly make up an imaginary animal, answering the following questions:

* What does it look like (size, teeth, fur, scales, nose, claws, color, tail, etc.)?
* What does it eat? What eats it?
* Where does it live? The forest? The ocean?
* Does it make a sound? If so, what does it sound like?
* What survival characteristics does it have (flies, swims, runs, digs, camouflages, fights, etc.)

Each participant will then present a short report on her imaginary animal. Facilitator should emphasize that because these animals are not real, participants should feel confident, as they are the experts on this subject.

**Practice 4: Assignment**

The Facilitator will ask participants to choose a topic from their training on women’s land rights, and to prepare a short (10 minute) speech that discusses the topic. They should have a draft or outline of the speech before the next meeting.

**Mentoring:** Practice is the key to giving someone confidence to speak in public. Following up on the training sessions, CBFs should continue encourage women to speak up. One approach would be to have women introduce each other during the weekly group meetings, or to “present” a co-group member’s issue or problem to the group.

**3.0. Expected benefits**

At the end of this training, each pilot participant will be expected to:

* Understand the different tips for public speaking (e.g. the use of verbal and non-verbal communication)
* Practice assertiveness within the group during meetings
* Build their confidence to speak out their thoughts between or among people
* Strongly stand firm to speak and lobby for her land rights at all customary leadership